

Question #2

(1) DIA conducts a recruitment program that seeks qualified individuals from a variety of sources:

Equal Opportunity College Recruitment Program - Eight universities in seven states with significant representation of Blacks, Hispanic, and Asian-Pacific American students. OPM approved this program.

Critical Skills College Recruitment Program - Twelve universities in six states and the District of Columbia where curricula relevant to DIA needs are taught.

Cooperative Office Education Program - Work-study with local high schools.

Professional/Technical Work Study - Work-study with local colleges.

College and Technical Job Fairs.

Advertising in Washington, Pittsburgh, Richmond, New York, Los Angeles, and Boston media.

Vacancy announcements are used to recruit from other DoD sources and the Washington private sector.

An automated, world-wide database is used to recruit intelligence specialists throughout DoD (DISCAS).

In addition, 47 career ladders are used to guide internal development in clerical, technical, and professional occupations. DIA has a formal upward mobility program, as well.

(2) This principle is stated as DIA policy in its staffing regulation.

(3) This principle is stated as DIA policy in its position management regulation. DIA generally uses rates established in the General Schedule and appropriate Washington area wage and lithographic rate schedules. Incentives and recognition parallel those offered under Title 5.

(4) DIA's Standards of Conduct are provided to each employee hired. Senior officials annually complete financial disclosure statements which are subject to review by the General Counsel.

(5) DIA has established position management, internal controls, and productivity programs that encourage efficiency.

(6) DIA's new civilian performance appraisal system, developed with OPM contractor assistance, has been characterized by the SSCI as "state-of-the-art." It meets or exceeds OPM requirements. DIA is exempt from merit pay.

(7) DIA's Office of Training conducts a variety of programs including specialized intelligence education through the Defense Intelligence College leading to the MSSI degree, attendance at Senior Service Schools, and attendance at OPM Executive Seminar Centers and the Federal Executive Institute.

(8) and (9) The DIA Inspector General, EEO, and personnel management evaluation programs receive and investigate allegations of favoritism and abuse. Posters are displayed throughout DIA facilities giving DoD Hotline numbers.

Question #3

There are several aspects of the DIA compensation program which differ from Title 5, but are present in other intelligence personnel systems:

- Special pay rates for junior ADP specialists.
- Enhanced authority to set pay above Step 1 of the grade.
- Single grade progression for professionals hired after 1 Oct 86.

These are designed to mitigate documented retention and recruitment problems.

In 1987, DIA plans to implement a performance recognition system permitting a two-step quality salary increase and a bonus payment for maintenance critical skills such as foreign language capability.

Question #4

DIA's Director has been delegated authority by the SECDEF to terminate the employment of any civilian officer or employee of the Defense Intelligence Agency whenever he considers that action to be in the interests of the United States and he determines that the procedures prescribed in other provisions of law that authorize the termination of the employment of such officer or employee cannot be invoked in a manner consistent with the national security. The decisions, ^{may be} appealed to the Department of Defense General Counsel. The authority in 10 USC 1604 (e), as amended, expires 30 Sep 1987. To date, no employee has been terminated under this authority.

Question #5

DIA experiences recruitment and retention problems with the following occupational groups:

- Secretarial
- Scientists and engineers
- Individuals with scarce language skills (non-Romance languages)
- Counter-intelligence and counter-terrorism analysts
- ADP specialists

The most significant problem is obtaining appropriately skilled candidates who meet the rigid security and suitability standards required for intelligence work. Once such people are hired, private sector contractors also seek their skills and clearability.